

LAST REVISION: 22 February 1999  
14 November 2000

From:

Subj: COMPUTATION OF DEMONSTRATION PROJECT PAY BANDS AND  
INCREMENTS

1. Purpose. To document the procedures used in determining Demonstration Project pay bands, size of increments within a pay band, the number of increments within a pay band and the salary for each increment.

2. Background.

a. The approved Demonstration Project plan defines what General Schedule (GS) grades are included in each Demonstration grade/level or pay band. The plan also allows the use of GS special salary rates in the makeup of Demonstration pay bands. By verbal agreement with the Office of Personnel Management, we are limited to those special salary scales that we would commonly use in our organization. For example, we do not commonly employ petroleum engineers, therefore, the special salary scale for petroleum engineers could not be used to determine salaries within the DP pay bands. We do however, employ significant numbers of both electronics and other types of engineers; therefore, the higher of the worldwide engineering scale or the worldwide electronics engineering scale is used in constructing Demo pay scales.

b. When the Demonstration Project was first conceived, a decision was made at China Lake to subdivide each broad Demonstration pay band into increments; this differs from the San Diego decision to allow employees to be paid any dollar amount in the pay band. The purpose of subdividing each pay band was to limit the number of potential salaries in each band and to allow a better quality control system. It was reasoned that, by having a limited number of salaries in the form of a table similar to the General Schedule, it would be easier to catch clerical and computational errors. In addition, tables could be incorporated into computer software programs for checking and verification.

c. Rounding: Roundup and round are both used in the computational processes. Note that if you round to \$5 rather than just \$1 you may create a situation where the old scale salary is actually greater than the new scale salary and this has to be avoided. This is not likely where top and bottom are both regular GS and the percentage increase is the same across the GS scale but in cases where you are mixing scales (like Locality at the bottom and SSR at the top) where the percentage increase can vary significantly, rounding to \$5 greatly increases the chances for last years scale having a greater salary value for the increments just below the top increment than the new salary for this year's scale. To help avoid this, do not roundup to \$5 in any of the scales. There are no guarantees the old and new scales won't cross but rounding to \$1 reduces the likelihood. This applies to all pay scale scenarios.

d. The value of a B for payout is always increment 2 minus increment 1 of the payable scale.

3. Policy.

a. Top and bottom increments of the base and payable Demo pay scales are defined as follows:

GRADE		SUB-SCALE	BASE SCALE	PAYABLE SCALE
DA-A, DS-A	BOTTOM	N/A	GS-1/1 (GS Basic Pay scale)	GS-1/1 (GS Locality Pay scale)
	TOP	N/A	GS-4/10 (GS Basic Pay scale)	GS-4/10 (GS Locality Pay scale)
DA-1, DS-1	BOTTOM	N/A	GS-5/1 (GS Basic Pay scale)	GS-5/1 (GS Locality Pay scale)
	TOP	N/A	GS-8/10 (GS Basic Pay scale)	GS-8/10 (GS Locality Pay scale)
DA-2, DS-2	BOTTOM	N/A	GS-9/1 (GS Basic Pay scale)	GS-9/1 (GS Locality Pay scale)
	TOP	N/A	GS-10/10 (GS Basic Pay scale)	GS-10/10 (GS Locality Pay scale)
DA-3, DS-3	BOTTOM	N/A	GS-11/1 (GS Basic Pay scale)	GS-11/1 (GS Locality Pay scale)
	TOP	N/A	GS-12/10 (GS Basic Pay scale)	GS-12/10 (GS Locality Pay scale)
DG-A	BOTTOM	N/A	GS-1/1 (GS Basic Pay scale)	GS-1/1 (GS Locality Pay scale)
	TOP	N/A	GS-3/10 (GS Basic Pay scale)	GS-3/10 (GS Locality Pay scale)
DG-1	BOTTOM	N/A	GS-4/1 (GS Basic Pay scale)	GS-4/1 (GS Locality Pay scale)
	TOP	N/A	GS-5/10 (GS Basic Pay scale)	GS-5/10 (GS Locality Pay scale)
DG-2	BOTTOM	N/A	GS-5/1 (GS Basic Pay scale)	GS-5/1 (GS Locality Pay scale)
	TOP	N/A	GS-6/10 (GS Basic Pay scale)	GS-6/10 (GS Locality Pay scale)
DG-3	BOTTOM	N/A	GS-6/1 (GS Basic Pay scale)	GS-6/1 (GS Locality Pay scale)
	TOP	N/A	GS-7/10 (GS Basic Pay scale)	GS-7/10 (GS Locality Pay scale)
DG-4	BOTTOM	N/A	GS-8/1 (GS Basic Pay scale)	GS-8/1 (GS Locality Pay scale)
	TOP	N/A	GS-9/10 (GS Basic Pay scale)	GS-9/10 (GS Locality Pay scale)
DG-5	BOTTOM	N/A	GS-10/1 (GS Basic Pay scale)	GS-10/1 (GS Locality Pay scale)
	TOP	N/A	GS-11/10 (GS Basic Pay scale)	GS-11/10 (GS Locality Pay scale)
DP-A	BOTTOM	N/A	GS-1/1 (GS Basic Pay scale)	GS-1/1 (GS Locality Pay scale)
	TOP	N/A	GS-4/10 (GS Basic Pay scale)	GS-4/10 (GS Locality Pay scale)
DP-1	BOTTOM	GS-5/1 (GS Basic Pay scale)	GS-5/1 (GS Basic Pay scale)	GS-5/1 (GS Locality Pay scale)
	TOP	GS-8/10 (GS Basic Pay scale)	GS-7/10 (worldwide special salary engineering scale or electronics engineering scale whichever is higher OR GS-8/10 Basic Pay Scale if the LOCALITY is higher than the SSRs)	GS-7/10 (worldwide special salary engineering scale or electronics engineering scale whichever is higher OR Locality GS-8/10 if it is equal to or higher than the SSRs)

DP-2	BOTTOM	GS-9/1 (GS Basic Pay scale)	GS-9/1 (GS Basic Pay scale)	GS-9/1 (GS Locality Pay scale)
	TOP	GS-11/10 (GS Basic Pay scale)	GS-11/10 (worldwide special salary engineering scale or electronics engineering scale whichever is higher OR GS-11/10 Basic Pay Scale if the LOCALITY is higher than the SSRs)	GS-11/10 (worldwide special salary engineering scale or electronics engineering scale whichever is higher OR Locality GS-11/10 if it is equal to or higher than the SSRs)
DP-3	BOTTOM	N/A	GS-12/1 (GS Basic Pay scale)	GS-12/1 (GS Locality Pay scale)
	TOP	N/A	GS-13/10 (GS Basic Pay scale)	GS-13/10 (GS Locality Pay scale)
DP-4	BOTTOM	N/A	GS-14/1 (GS Basic Pay scale)	GS-14/1 (GS Locality Pay scale)
	TOP	N/A	GS-15/10 (GS Basic Pay scale)	GS-15/10 (GS Locality Pay scale)
DP-5	BOTTOM	N/A	Basic Minimum Senior Level Salary	Locality Minimum Senior Level Salary
	TOP	N/A	Basic Maximum Senior Level Salary	Locality Maximum Senior Level Salary
DT-A	BOTTOM	N/A	GS-1/1 (GS Basic Pay scale)	GS-1/1 (GS Locality Pay scale)
	TOP	N/A	GS-4/10 (GS Basic Pay scale)	GS-4/10 (GS Locality Pay scale)
DT-1	BOTTOM	N/A	GS-5/1 (GS Basic Pay scale)	GS-5/1 (GS Locality Pay scale)
	TOP	N/A	GS-7/10 (GS Basic Pay scale)	GS-7/10 (GS Locality Pay scale)
DT-2	BOTTOM	N/A	GS-8/1 (GS Basic Pay scale)	GS-8/1 (GS Locality Pay scale)
	TOP	N/A	GS-10/10 (GS Basic Pay scale)	GS-10/10 (GS Locality Pay scale)
DT-3	BOTTOM	N/A	GS-11/1 (GS Basic Pay scale)	GS-11/1 (GS Locality Pay scale)
	TOP	N/A	GS-12/10 (GS Basic Pay scale)	GS-12/10 (GS Locality Pay scale)

b. For locality pay scales the maximum and the minimum payable rate of each pay band are defined by the applicable GS Locality Pay Scale.

c. For series covered by a special salary rate, the maximum and minimum payable rate of each pay band are defined by the applicable GS Locality Pay Scale or any applicable special salary rate, whichever is greater. When series are covered by a special salary rate, a separate Demo salary scale is developed for those series.

(1.) The minimum and maximum payable rate is defined as the higher of the applicable GS Locality Pay or the Special Salary Rate.

(a.) For example, there is a special salary rate for 1998 for Police Officers at China Lake and for DG-02 the SSR for GS-5/01 and GS-6/10 is larger than the GS Locality Pay for the

same grades and steps so the SSR defines both the top and bottom increment of the payable scale. Therefore, there is a separate DG pay scale for Police Officers for China Lake.

(b.) In another example, there is a 1998 SSR for the Ventura County Clerical DG-01 positions. The grades for the DG-01 band are GS-4/01 and GS-5/10. While there is an SSR for both of these, in this case the SSR is only higher for the GS-4/01 while the GS Locality Pay is higher for the GS-5/10. Again there is a separate scale but this time it is a blend of the SSR and Locality Pay.

(c.) The exceptions to this are the DP-1 and DP-2 pay scales which are defined to include both engineers and scientists and the top of the payable scale is the SSR (unless the locality GS is higher) while the bottom of the payable scale is always the locality GS.

d. The following grid shows what GS pay values to use for the respective grades which compose the tops and bottoms of the various elements of the Demonstration Project pay scales.

Type of Scale	Sub-Base Scale Values	Base Scale Values	Payable Scale Values
-----	-----	-----	-----
			-
<b>Pure Locality</b>	N/A	<b>Top - regular GS</b>	<b>Top - Locality GS</b>
	N/A	<b>Bottom - regular GS</b>	<b>Bottom - Locality GS</b>
<b>Mixed</b>	<b>Top - regular GS</b>	<b>Top - SSR</b>	<b>Top - SSR</b>
	<b>Bottom - regular GS</b>	<b>Bottom - regular GS</b>	<b>Bottom - Locality GS</b>
<b>Mixed</b>	<b>Top - regular GS</b>	<b>Top - regular GS</b>	<b>Top - Locality GS</b>
	<b>Bottom - regular GS</b>	<b>Bottom - SSR</b>	<b>Bottom - SSR</b>
<b>Pure SSR</b>	N/A	<b>Top - SSR</b>	<b>Top - SSR</b>
	N/A	<b>Bottom - SSR</b>	<b>Bottom - SSR</b>

Anytime during the year when the maximum or minimum rate of the scale changes the impacted scale is recalculated at that point in time. An example would be a change in special salary rates used to calculate Demo scales which does not occur at the same time as the increase to the scheduled annual rate of pay for GS employees.

#### 4. Procedures.

a. For Demo employees, as of January 5, 1998 pay is broken into the same components as the General Schedule, i.e., basic pay, locality adjustment, adjusted basic pay and other pay. This document addresses how to compute basic pay, locality adjustment and adjusted basic pay for Demonstration Project positions. It does not address other pay such as retention bonuses, supervisory differentials etc. There are 13 significant variations for Demo pay scales. These are listed here and each will be addressed in detail immediately following this list. The 13 significant variations are:

CONUS scales based on

(1) Locality GS

- (2) DP-1 SSR at Top
- (3) DP-2 SSR at Top
- (4) DP1&2 Locality GS at Top
- (5) SSR at Top (other than DP1&2)
- (6) SSR at Bottom
- (7) SSR Top & Bottom

OVERSEAS scales based on

- (8) Regular GS
- (9) DP1 SSR at Top
- (10) DP-2 SSR at Top
- (11) SSR at Top (other than DP-1&2)
- (12) SSR at Bottom
- (13) SSR Top & Bottom

To determine which of the Demo pay scales you will need to compute you must know the geographic location of all NAWCWPN's employees to the locality area and overseas level of detail. You will also need to know which special salary rates are in use at NAWCWPNs and what occupations and locations they cover.

**b. CONUS Locality GS.**

Compute Base Scale first

Top =	Regular GS
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	Truncate(Span / Alpha_I)
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 <b>rounds up</b> to \$111, it <b>does not round</b> to \$110]

Rounding: Note that if you round to \$5 rather than just \$1 you may create a situation where the old scale salary is actually greater than the new scale salary and this has to be avoided. This is not likely here because top and bottom are both regular GS and the percentage increase has always been the same across the GS scale but in cases where you are mixing scales (like Locality at the bottom and SSR at the top) where the percentage increase can vary significantly rounding to \$5 greatly increases the chances for the old scale having a greater salary value for the increments just below the top increment of the new scale. To help avoid this, do not roundup to \$5 in any of the scales. There are no guarantees it won't happen but rounding to \$1 reduces the likelihood. This also applies to all other payscales scenarios.

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Locality Pay Amount (LPA) next

LPA = Round(Base \* Locality %) to the nearest dollar [It is important to note that this is always a round, e.g., \$110.49 **rounds** to \$110, it **does not round up** to \$111]

Beginning at increment 1 repeat until the top of scale is reached.

Compute the Payable Scale next

Payable = Base + LPA

Beginning at increment 1 repeat until the top of scale is reached. It is important that increment 1 equal the salary value on the Locality GS Scale for GS step 1 for the subject locality area and that the top increment of the scale equal the salary value on the Locality GS Scale for GS step 10 for the subject locality area.

Note that using this method to compute the payable will result in an I\_value for the payable that may vary by \$1 from increment to increment. This has no impact on Bonus payouts however, because the definition of the value of a B is always increment 2 minus increment 1 of the payable salary scale.

**c. CONUS DP-1 SSR at Top.**

Adoption of this procedure will normalize all of our scales with a GS “anchor”, that is, the number of increments in any scale would be determined with regular GS top and bottoms of scale. It should be noted that the current top of the payable scale for DP-1 is GS-7/10 since this is the top step of the SSR but this is compared to GS-8/10 for the locality pay and if the locality pay were the greater then the top of the payable scale would be GS-8/10. This new procedure chooses a single top of scale for the DP-1 sub-scale that does not change from case to case so we have a true “anchor” for the DP-1 scale and this anchor is GS-8/10.

Compute the sub-scale first

Top =	Regular GS
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	Truncate(Span / Alpha_I)
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal

to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Building the sub-scale from the regular GS means that no matter where in the world an employee works the sub-scale will be the same. For DP-1 and DP-2 where the SSR is worldwide, this facilitates pay setting when employees move between areas that have different locality rates. Using a regular GS sub-scale allows us to keep the employees' increment the same no matter where they work while the payable salary value will change to reflect the entitlements for their permanent duty station. The sub-scale is used for the purpose of determining the number of increments in the scale and movement between locality or local SSR areas, it should have no other impact on pay.

#### Compute Base Scale next

Top = SSR  
 Bottom = Regular GS  
 Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = You must use the same number of intervals as the sub-scale.  
 I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Building the Base Scale from the SSR is necessary to compute the locality pay amount. If you do not use this methodology you will not be able to differentiate between the SSR and the Locality pay to compute the locality pay amount.

#### Compute the Payable Scale next

Top = SSR  
 Bottom = Locality GS  
 Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = You must use the same number of intervals as the Base Scale.  
 I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal

to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

#### Compute the Locality Pay Amount (LPA) next

LPA = Payable - Base until the payable exceeds the maximum locality pay for the top step of the pay band. For a DP-1 in the RUS locality areas the maximum locality pay would be the GS-8 step 10 on the OPM RUS locality pay scale.

Beginning at increment 1 repeat until the top of scale is reached.

Once the payable has exceeded the maximum locality amount any pay above this amount is pure SSR. SSR pay is treated as base pay for SF50 purposes so it will be necessary to adjust the base salary amount shown on the published Demo pay scales to reflect this. This adjustment is the last step that occurs in preparing the pay scales. After the locality pay amount has been computed every step that has a locality pay amount that is equal to zero will need to have the base pay set to be equal to the payable. Following is an excerpt from the DP-01 RUS scale showing the increments where LPA = 0 and the base set equal to the payable:

Inc	Base	LPA	Payable
23	34841	268	35109
24	35517	231	35748
25	36193	194	36387
26	36869	157	37026
27	37665	0	37665
28	38304	0	38304
29	38943	0	38943
30	39566	0	39566

#### **d. CONUS DP-2 SSR at Top.**

Adoption of this procedure will normalize all of our scales with a GS “anchor”, that is, the number of increments in any scale would be determined with regular GS tops and bottoms of scale.

#### Compute the sub-scale first

Top =	Regular GS
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	Truncate(Span / Alpha_I)
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]



Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Building the sub-scale from the regular GS means that no matter where in the world an employee works the sub-scale will be the same. For DP-1 and DP-2 where the SSR is worldwide, this facilitates pay setting when employees move between areas that have different locality rates. Using a regular GS sub-scale allows us to keep the employees' increment the same no matter where they work while the payable salary value will change to reflect the entitlements for their permanent duty station. The sub-scale is used for the purpose of determining the number of increments in the scale and movement between locality areas, it should have no other impact on pay.

#### Compute Base Scale next

Top =	SSR
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	You <u>must</u> use the same number of intervals as the sub-scale.
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Building the Base Scale from the SSR is necessary to compute the locality pay amount. If you do not use this methodology you will not be able to differentiate between the SSR and the Locality pay to compute the locality pay amount.

#### Compute the Payable Scale next

Top =	SSR
Bottom =	Locality GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	You <u>must</u> use the same number of intervals as the Base Scale.
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Locality Pay Amount (LPA) next

LPA = Payable - Base until the payable exceeds the maximum locality pay for the top step of the pay band. For a DP-2 in the RUS locality area the maximum locality pay would be the GS-11 step 10 on the OPM RUS locality pay scale.

Beginning at increment 1 repeat until the top of scale is reached.

Once the payable has exceeded the maximum locality amount any pay above this amount is pure SSR. SSR pay is treated as base pay for SF50 purposes so it will be necessary to adjust the base salary amount shown on the published Demo pay scales to reflect this. This adjustment is the last step that occurs in preparing the pay scales. After the locality pay amount has been computed every step that has a locality pay amount that is equal to zero will need to have the base pay set to be equal to the payable. Following is an excerpt from the DP-01 RUS scale showing the increments where LPA = 0 and the base set equal to the payable:

Inc	Base	LPA	Payable
23	34841	268	35109
24	35517	231	35748
25	36193	194	36387
26	36869	157	37026
27	37665	0	37665
28	38304	0	38304
29	38943	0	38943
30	39566	0	39566

e. **CONUS DP-1&2 Locality GS at Top.**

This case first occurred in 1999 when the locality pay (GS-08/10) for the LA area for DP-01 exceeded the EE special salary rate (GS-7/10). When the SSR is no longer the top of scale then this case becomes identical to case 4b. above (**CONUS Locality GS**) and should be computed the same way. This scenario has to be checked for each year because it is possible for any SSR to be exceeded by the locality pay given enough time. One interesting consequence of this is that the top of scale increments will see a sizable increase in the locality pay amount. Another interesting impact is the use of GS-8/10 as top of the payable scale vs the current use of the GS-7/10 for DP-1.

DP-1 is based on the higher of GS-7/10 or GS-8/10 for top of scale so when one or more of the locality pay areas' locality pay exceeds the SSR it is important to be sure to use the correct salaries for comparison and for the top of scale. When this happens there will be two different

methods needed to compute DP-1 pay scales - be sure to use the right one for each DP-1 pay scale. Locality pay exceeding the SSR first occurred in the LA (high cost area). It did not occur at the same time in other lower cost areas so each of them must be monitored on an annual basis.

**f. CONUS SSR at Top (other than DP-1&2).**

The current cases of this scenario all involve local SSRs, that is special salary rates that are limited in scope (China Lake Police, Ventura County Clerical, etc.). All **CONUS SSR at Top** other than DP-1&2 will be treated as follows and whether they are local or worldwide will not make a difference.

Compute the sub-scale first

Top =	Regular GS
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	Truncate(Span / Alpha_I)
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Building the sub-scale from the regular GS means that no matter where in the world an employee works the sub-scale will be the same. This facilitates pay setting when employees move from an area that has a local SSR to a job in a location that does not have a local SSR. Using a regular GS sub-scale will allow us to keep the employees' increment the same no matter where they work while the payable salary value will change to reflect the entitlements for their permanent duty station. The sub-scale is used solely for the purpose of determining the number of increments in the scale, it has no other impact on pay.

Compute Base Scale next

Top =	SSR
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	You <u>must</u> use the same number of intervals as the sub-scale.
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is

always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Building the Base Scale from the SSR is necessary to compute the locality pay amount. If you do not use this methodology you will not be able to differentiate between the SSR and the Locality pay to compute the locality pay amount.

#### Compute the Payable Scale next

Top =	SSR
Bottom =	Locality GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	You <u>must</u> use the same number of intervals as the Base Scale.
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

#### Compute the Locality Pay Amount (LPA) next

LPA = Payable - Base until the payable exceeds the maximum locality pay for the top step of the pay band. For a DG-2 in the RUS locality area the maximum locality pay would be the GS-6 step 10 on the OPM RUS locality pay scale.

Beginning at increment 1 repeat until the top of scale is reached.

Once the payable has exceeded the maximum locality amount any pay above this amount is pure SSR. SSR pay is treated as base pay for SF50 purposes so it will be necessary to adjust the base salary amount shown on the published Demo pay scales to reflect this. This adjustment is the last step that occurs in preparing the pay scales. After the locality pay amount has been computed every step that has a locality pay amount that is equal to zero will need to have the base pay set to be equal to the payable. Following is an excerpt from the DP-01 RUS scale showing the increments where LPA = 0 and the base set equal to the payable:

Inc	Base	LPA	Payable
23	34841	268	35109
24	35517	231	35748
25	36193	194	36387
26	36869	157	37026
27	37665	0	37665
28	38304	0	38304
29	38943	0	38943
30	39566	0	39566

**g. CONUS SSR at Bottom.**

The most likely occurrences of this scenario would all involve local SSRs, that is special salary rates that are limited in scope (China Lake Police, Ventura County Clerical, etc.) but it may occur in other situations so a check must be made each year. A current (1998) case of this scenario is the Ventura County Clerical scale for DG-01. All **CONUS SSR at Bottom** other than DP-1&2 will be treated as follows and whether they are local or worldwide will not make a difference.

Compute the sub-scale first

Top =	Regular GS
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	Truncate(Span / Alpha_I)
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Building the sub-scale from the regular GS means that no matter where in the world an employee works the sub-scale will be the same. This facilitates pay setting when employees move from an area that has a local SSR to a job in a location that does not have a local SSR. Using a regular GS sub-scale will allow us to keep the employees increment the same no matter where they work while the payable salary value will change to reflect the entitlements for their permanent duty station. The sub-scale is used solely for the purpose of determining the number of increments in the scale, it has no other impact on pay.

Compute Base Scale next

Top = Regular GS  
 Bottom = SSR  
 Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = You must use the same number of intervals as the sub-scale.  
 I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Building the Base Scale from the SSR is necessary to compute the locality pay amount. If you do not use this methodology you will not be able to differentiate between the SSR and the Locality pay to compute the locality pay amount.

#### Compute the Payable Scale next

Top = Locality GS  
 Bottom = SSR  
 Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = You must use the same number of intervals as the Base Scale.  
 I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

#### Compute the Locality Pay Amount (LPA) next

LPA = Payable - Base until Base exceeds the maximum locality pay for the top step of the pay band.

Beginning at increment 1 repeat until the top of scale is reached. Note that for this specific scale this will create a situation where the only increment that does not have a locality pay amount is the bottom increment. This is appropriate even though this causes a locality amount to be generated for payable salaries beginning with increment 2. The reason this is appropriate is because the only difference between the Payable and the Base scales is the use of locality pay as the top of the payable scale and thus all differences in the two scales

above increment 1 are the direct result of the impact of including the locality pay in the scale and are directly attributable to it.

**h. CONUS SSR at Top & Bottom (other than DP-1&2).**

The current cases of this scenario all involve local SSRs, that is special salary rates that are limited in scope (China Lake Police, Ventura County Clerical, etc.) but it may occur in other situations so a check must be made each year. All **CONUS SSR at Top & Bottom** other than DP-1&2 will be treated as follows and whether they are local or worldwide will not make a difference.

**Compute Base Scale first**

Top =	Regular GS
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	Truncate(Span / Alpha_I)
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Building the Base Scale from the regular GS means that no matter where in the world an employee works the Base Scale will be the same. This facilitates pay setting when employees move from an area that has a local SSR to a job in a location that does not have a local SSR. Using a regular GS Base Scale will allow us to keep the employees increment the same no matter where they work while the payable salary value will change to reflect the entitlements for their permanent duty station.

**Compute the Payable Scale next**

Top =	SSR
Bottom =	SSR
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	You <u>must</u> use the same number of intervals as the Base Scale.
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

#### Compute the Locality Pay Amount (LPA) next

LPA = 0

The payable is based totally on the SSR and there is no use of locality pay anywhere in this payscale. The locality pay amount for every increment of this scale is therefore 0.

SSR pay is treated as base pay for SF50 purposes so it will be necessary to adjust the base salary amount shown on the published Demo pay scales to reflect this. This adjustment is the last step that occurs in preparing the pay scales. After the locality pay amount has been computed every step that has a locality pay amount that is equal to zero will need to have the base pay set to be equal to the payable. Following is an excerpt from the China Lake Police DG-02 RUS scale showing the base set equal to the payable:

Inc	Base	LPA	Payable
12	30462	0	30462
13	30871	0	30871
14	31280	0	31280
15	31689	0	31689
16	32098	0	32098
17	32507	0	32507
18	32916	0	32916
19	33325	0	33325
20	33734	0	33734
21	34130	0	34130

#### **i. Overseas Regular GS.**

##### Compute Base Scale first

Top = Regular GS  
 Bottom = Regular GS  
 Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = Truncate(Span / Alpha\_I)  
 I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]



Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Payable Scale next

Payable = Base

Compute the Locality Pay Amount (LPA) next

LPA = 0

Locality Pay is not authorized for overseas locations.

**j. Overseas DP-1 SSR at Top.**

It should be noted that the current top of the payable scale for DP-1 is GS-7/10 since this is the top step of the SSR but this is compared to GS-8/10 for the regular GS pay and if the regular GS were the greater then the top of the payable scale would be GS-8/10. This new procedure chooses a single top of scale for DP-1 base scale that does not change from case to case so we have a true “anchor” for the DP-1 scale and this anchor is GS-8/10.

Compute Base Scale first

Top =	Regular GS
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	Truncate(Span / Alpha_I)
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Payable Scale next

Top =	SSR
Bottom =	Regular GS

Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = You must use the same number of intervals as the Base Scale.  
 I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Locality Pay Amount (LPA) next

LPA = 0

Locality Pay is not authorized for overseas locations.

**k. Overseas DP-2 SSR at Top.**

Compute Base Scale first

Top = Regular GS  
 Bottom = Regular GS  
 Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = Truncate(Span / Alpha\_I)  
 I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Payable Scale next

Top = SSR  
 Bottom = Regular GS  
 Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = You must use the same number of intervals as the Base Scale.

I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Locality Pay Amount (LPA) next

LPA = 0

Locality Pay is not authorized for overseas locations.

**I. Overseas SSR at Top (other than DP-1&2).**

Compute Base Scale first

Top = Regular GS  
 Bottom = Regular GS  
 Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = Truncate(Span / Alpha\_I)  
 I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Payable Scale next

Top = SSR  
 Bottom = Regular GS  
 Span = Top - Bottom  
 Alpha\_I = Top \* .015  
 Intervals = You must use the same number of intervals as the Base Scale.  
 I\_Value = Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Locality Pay Amount (LPA) next

LPA = 0

Locality Pay is not authorized for overseas locations.

**m. Overseas SSR at Bottom.**

Compute Base Scale first

Top =	Regular GS
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	Truncate(Span / Alpha_I)
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Payable Scale next

Top =	Regular GS
Bottom =	SSR
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	You <u>must</u> use the same number of intervals as the Base Scale.
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Locality Pay Amount (LPA) next

LPA = 0

Locality Pay is not authorized for overseas locations.

**n. Overseas SSR at Top & Bottom.**

Compute Base Scale first

Top =	Regular GS
Bottom =	Regular GS
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	Truncate(Span / Alpha_I)
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Payable Scale next

Top =	SSR
Bottom =	SSR
Span =	Top - Bottom
Alpha_I =	Top * .015
Intervals =	You <u>must</u> use the same number of intervals as the Base Scale.
I_Value =	Roundup(Span / Intervals) to nearest \$1 [It is important to note that this is always a round up, e.g., \$110.01 rounds up to \$111, it does not round to \$110]

Beginning with the Bottom as increment 1 add the I\_Value to increment 1 to compute the next step in the scale. Repeat this for each subsequent increment until the increment salary

value is equal to or greater than the Top. If the computed increment salary value is equal to the Top then this is the salary value or if the computed increment salary value is greater than the Top set it to the Top. This terminates this scale.

Compute the Locality Pay Amount (LPA) next

LPA = 0

Locality Pay is not authorized for overseas locations.

## **5. Preparation of DCPDS Salary Tables**

The Pay Plan Identifier Flag (DCPDS DIN JQN) is an important part of the Demonstration Project pay scales. This value is used by DCPDS as part of the key to uniquely identify a salary and to look-up the correct salary on the pay table in the computer. These values will be assigned as follows:

- a. **The following numbering convention will apply to legacy DCPDS.** See paragraph b. following for the Modern DCPDS numbering convention.

CONUS scales based on

Locality GS: JQN will always equal 0000 for these scales.

DP-1 SSR at Top: JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the DP-1 top of scale. For 1998 this was the Worldwide Electronics Engineer scale and the assigned JQN is 0422.

DP-2 SSR at Top: JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the DP-2 top of scale. For 1998 this was the Worldwide Electronics Engineer scale and the assigned JQN is 0422.

DP1&2 Locality GS at Top: JQN will always equal 0000 for these scales.

SSR at Top (other than DP1&2): JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the top of scale.

SSR at Bottom: JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the bottom of scale.

SSR Top & Bottom: JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the top of scale.

OVERSEAS scales based on

Regular GS: JQN will always equal 0000 for these scales.

DP1 SSR at Top: JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the DP-1 top of scale. For 1998 this was the Worldwide Electronics Engineer scale and the assigned JQN is 0422.

DP-2 SSR at Top: JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the DP-2 top of scale. For 1998 this was the Worldwide Electronics Engineer scale and the assigned JQN is 0422.

SSR at Top (other than DP-1&2): JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the top of scale.

SSR at Bottom: JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the bottom of scale.

SSR Top & Bottom: JQN for these scales **will not** be 0000. It will be the OPM Table Number for the SSR scale that is used for the top of scale.

Note: The advantage of using the OPM table numbers is that these will flow to DCPS and they will have them for overtime and maximum compensation computation purposes. It is not known how the Modernized DCPDS will really work so this JQN selection convention will have to be re-evaluated when more is known about how the Modernized System will handle Demos.

### **(1). CONUS Demo SCALES**

DCPDS tables will be prepared for CONUS payscales whose Base scale is derived solely from the regular GS and whose payable is derived solely from the locality GS because DCPDS will use these scales to compute the locality amount and the payable salary. There will not be a DCPDS scale for any CONUS payscale that includes any SSR.

The DCPDS table must include an entry for every Demo pay plan, grade and increment on any CONUS Pure Locality Scale (JQN = 0000). Pay plans are DA, DG, DP, DS, and DT. Grades are 00, 01, 02, 03, 04, 05, note that this DCPDS table uses 00 to represent the Demo grade of 0A and that not every pay plan has every grade, e.g. DA, DS and DT top out at grade 03. Increments can range in value from 01 through 32 or higher.

### **(2). Overseas Demo Scales**

DCPDS tables for overseas scales will use the locally computed overseas payable salary in construction of the tables. Table layout is the same as the CONUS scales. JQN values will be as specified in the computational logic, i.e., 0000 and others, as appropriate.

### **(3). Legacy DCPDS Tables**

DCPDS tables must be prepared in the following layout.

2\*\*8 DG03120000PA02709300

2\*\*8 is the same for every line and is the table identification number in DCPDS.  
Note that this is followed by one blank space.

DG0312 is the pay plan, grade and step.

0000 is the pay plan indicator flag. It identifies this scale and salary as separate from any other DG0312 scale and salary that may exist.

PA is per annum and indicates the pay basis.

02709300 is the salary. It must have two trailing zeros and if the salary is less than \$100,000 it must also have a leading zero.

An excerpt from a table might look like:

2\*\*8 DA00010000PA01266900  
2\*\*8 DA00020000PA01301900  
.  
.  
.  
2\*\*8 DG03120000PA02709300  
.  
.  
.  
2\*\*8 DT03240000PA05576000

The table must be in an ASCII text file in fixed field length and record position layout format for uploading to DCPDS.

b. **The following numbering convention will apply to Modern DCPDS.**

Modern DCPDS pay table numbers must be established in conjunction with the HROC-SA office in San Antonio, TX. Pay table numbers have been established for the following tables:

<u>Modern</u> <u>DCPDS</u> <u>Pay Table</u>	<u>Pay Scale Description</u>	<u>OPM Table number(s)</u>
---	------------------------------	----------------------------



**Number**

M000	All Demo pure locality scales and all pure GS Demo OverSeas scales	N/A
M001	CL POLICE - DG-0A, 01, 02, 03	0022
M002	DAY DP-01, 02	0422
M003	LA DP-01, 02	0422
M004	OVERSEAS DP-01, 02	0422
M005	REST OF US DP-01, 02	0422
M006	SAN DIEGO DP-01, 02	0422
M007	VENTURA COUNTY CLERICAL DG-0A, 01	0388
M008	VENTURA COUNTY FIREFIGHTER DG-0A, 01, 02, 03, 04,05	0378
M009	LA LEO DA-0A, 01, 02, 03	0491
M010	SF DP-01, 02	0422

When new numbers are needed, such as happens with the establishment of a new special salary rate you must contact the Modern DCPDS Teams in San Antonio to establish the pay table number.

Note that John Allen's web based pay scale program will produce a Modern DCPDS pay table submission in the correct format. The file from John's program can be emailed to the Modern System staff in San Antonio so the Modern DCPDS can be updated with the current Demo salary tables.

The format for Modern DCPDS pay tables for the pure locality scales is as follows:

PAY TABLE ID	PAY PLAN	GRADE	STEP	BASIC SALARY	HIGH STEP	EFF DATE	PAY BASIS	REMARKS
M000	DA	00	01	13362	30	1/3/99	PA	All CONUS Demo pure locality scales
M000	DA	00	02	13726	30	1/3/99	PA	and all Overseas Demo pure GS scales
M000	DA	00	03	14090	30	1/3/99	PA	
M000	DA	00	04	14454	30	1/3/99	PA	
M000	DA	00	05	14818	30	1/3/99	PA	
M000	DA	00	06	15182	30	1/3/99	PA	
M000	DA	00	07	15546	30	1/3/99	PA	
M000	DA	00	08	15910	30	1/3/99	PA	
Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	
M000	DA	01	01	20588	30	1/3/99	PA	
M000	DA	01	02	21144	30	1/3/99	PA	
M000	DA	01	03	21700	30	1/3/99	PA	
M000	DA	01	04	22256	30	1/3/99	PA	
M000	DA	01	05	22812	30	1/3/99	PA	
Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	

M000	DA	02	01	31195	21	1/3/99	PA	
M000	DA	02	02	31869	21	1/3/99	PA	
M000	DA	02	03	32543	21	1/3/99	PA	
M000	DA	02	04	33217	21	1/3/99	PA	
Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	
M000	DA	03	01	37744	24	1/3/99	PA	
M000	DA	03	02	38660	24	1/3/99	PA	
M000	DA	03	03	39576	24	1/3/99	PA	
M000	DA	03	04	40492	24	1/3/99	PA	
Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	

The format for salary scales including a special salary rate is

PAY TABLE ID	PAY PLAN	GRADE	STEP	BASIC SALARY	EFF DATE	HIGH STEP	LOCA LITY	ADJ BASIC	PAY BASIS	REMARKS
M005	DP	01	01	20588	1/3/99	30	1209	21797	PA	RUS DP-01, 02
M005	DP	01	02	21285	1/3/99	30	1168	22453	PA	RUS DP-01, 02
M005	DP	01	03	21982	1/3/99	30	1127	23109	PA	RUS DP-01, 02
M005	DP	01	04	22679	1/3/99	30	1086	23765	PA	RUS DP-01, 02
M005	DP	01	05	23376	1/3/99	30	1045	24421	PA	RUS DP-01, 02
M005	DP	01	06	24073	1/3/99	30	1004	25077	PA	RUS DP-01, 02
M005	DP	01	07	24770	1/3/99	30	963	25733	PA	RUS DP-01, 02
Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..
M005	DP	02	01	31195	1/3/99	25	1831	33026	PA	RUS DP-01, 02
M005	DP	02	02	32202	1/3/99	25	1755	33957	PA	RUS DP-01, 02
M005	DP	02	03	33209	1/3/99	25	1679	34888	PA	RUS DP-01, 02
M005	DP	02	04	34216	1/3/99	25	1603	35819	PA	RUS DP-01, 02
Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..	Etc..
M007	DG	00	01	13362	1/3/99	25	1489	14851	PA	Ventura County Clerical DG-0A, 01
M007	DG	00	02	13830	1/3/99	25	1427	15257	PA	Ventura County Clerical DG-0A, 01
M007	DG	00	03	14298	1/3/99	25	1365	15663	PA	Ventura County Clerical DG-0A, 01
M007	DG	00	04	14766	1/3/99	25	1303	16069	PA	Ventura County Clerical DG-0A, 01
M007	DG	00	05	15234	1/3/99	25	1241	16475	PA	Ventura County Clerical DG-0A, 01
M007	DG	00	06	15702	1/3/99	25	1179	16881	PA	Ventura County

[illegible]

